

# Associate Non-Executive Director (NED)

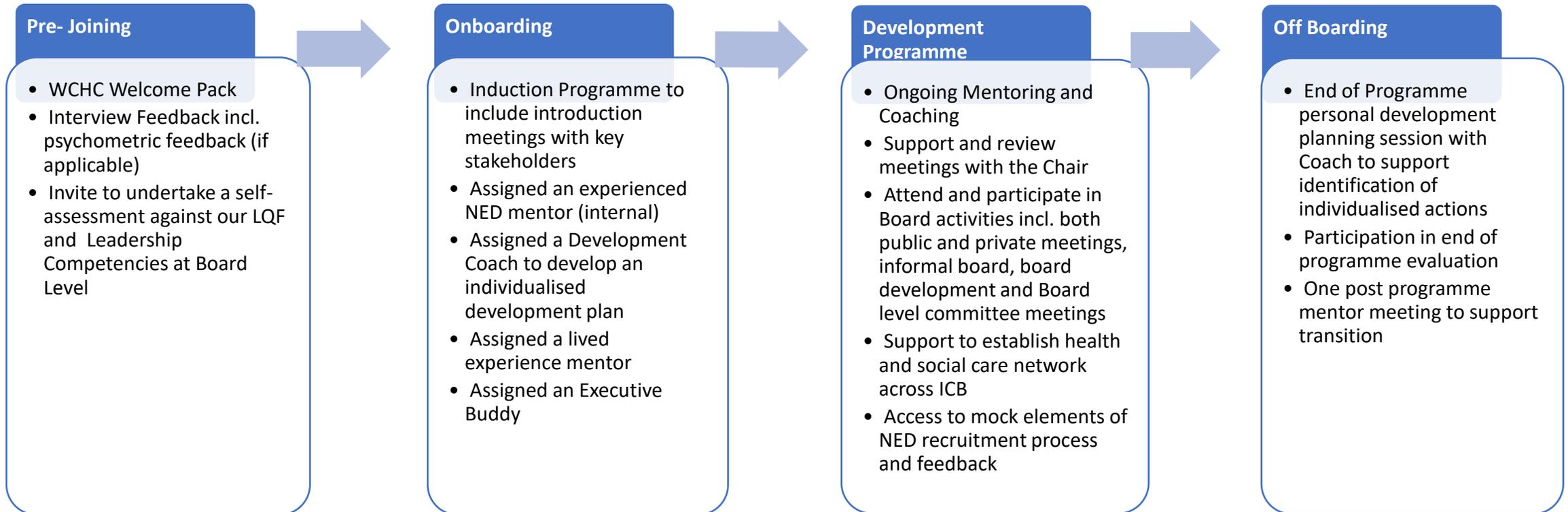
Proposed Development Programme

Claus Madsen, Chief People Officer

## Our commitment

- We are committed to fully supporting and providing bespoke development to our successful candidates in their role as an Associate Non-Executive Director over our 24-month Programme.
- Appointees will be welcomed via a robust onboarding programme, supporting candidates to identify their individual knowledge and skills gaps. The programme duration and content will be adapted to suit individual's aspirations and personalised development plan, with the individual being supported via experienced coaches and mentors.
- At the right time (up to a maximum of 24 months), individuals will be supported with their transition off programme, ideally into a substantive and salaried non-executive post.

## Associate NED Development Programme – A summary



# Associate NED Development Programme – Example Programme

Month 1	Year 1	Year 2	Off-Boarding
<ul style="list-style-type: none"> <li>Meet Chief Exec, Chair, other Execs and NEDs</li> <li>Onboarding/ Induction Programme</li> <li>Virtual tour of Trust Estate and Services</li> <li>First meeting with NED Mentor</li> <li>First meeting with Development Coach (agree v1 of IDP)</li> <li>First meeting with lived experience mentor</li> </ul>	<ul style="list-style-type: none"> <li>Attend all Board meetings; private and public</li> <li>Attend committee meetings (to include pre and post meetings with committee chair)</li> <li>At least 3 days observing Trust Services</li> <li>Accompany NED mentor on service visits</li> <li>Other IDP agreed activities</li> <li>2 x 6 monthly review meetings with Chair (incl. end of year appraisal)</li> <li>Involvement in the recruitment of an Associate NED.</li> <li>Mock NED Recruitment Process and Feedback</li> </ul>	<ul style="list-style-type: none"> <li>Attend all Board meetings; private and public</li> <li>Attend committee meetings</li> <li>Attend system meetings (to be agreed)</li> <li>Visits to partner organisations (NHS and non-NHS)</li> <li>Undertake service visits</li> <li>Other IDP agreed activities</li> <li>Provide buddy support to the new Associate NED</li> <li>6 monthly review meeting with Chair</li> </ul>	<ul style="list-style-type: none"> <li>Final Review meeting with Chair</li> <li>Candidate assessment of programme and support</li> <li>Exit Meetings</li> <li>Final meeting with Coach</li> <li>Final post programme meeting with Mentor</li> </ul>

## Individual Development Plan - Example

- Meetings with key stakeholders ie. relevant service leads and patient representatives/groups
- Networking, NED Training, Conferences
- Quarterly meetings with NED Mentor
- Quarterly meetings with Development Coach – updating IDP as appropriate
- Undertake Leadership 360 at end of Yr 1

**Whilst the programme will be bespoke to the individual, the below provides an example programme designed to grow Board talent and provide the candidate with knowledge and experience of the challenges and opportunities associated with being a NED in the NHS today.**

## WCHC Associate NED Development Programme

A personalised, person-centred approach

